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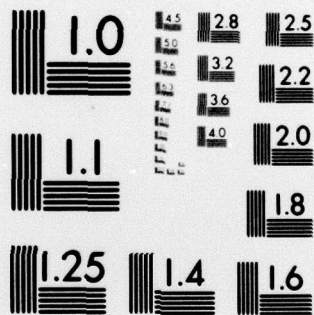
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FACTORS RELATED TO TYPE-OF-DISCHARGE WITHIN
A GROUP OF OTHER-THAN-HONORABLE DISCHARGES.

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AB

**FACTORS RELATED TO TYPE-OF-DISCHARGE WITHIN
A GROUP OF OTHER-THAN-HONORABLE DISCHARGES**

BACKGROUND

DCSPER has a requirement for the early identification of enlisted men who meet existing entrance standards but whose overall cumulative record in the Army is likely to prove unsatisfactory. The Retention Standards Task of the Human Factors Research Branch was established in response to this requirement. As an intermediate goal, the task seeks the identification of unacceptable personnel early in basic training, at which time separation action can be taken. The ultimate goal of this research is the identification of unacceptable personnel prior to induction.

The primary approach to the task is one designed to supplement present selection and classification measures with additional non-cognitive measures and other indices. Such material could include "personality" tests, background characteristics, pre-service character and behavior data, and ratings based upon basic training behavior. Type of discharge has been chosen as the most meaningful criterion of acceptability, since the type of discharge received reflects an individual's behavior and performance during his service career.

Abstract

PURPOSE

this
The purpose of the study presently reported was to gain a better understanding of the nature of the type-of-discharge criterion. Related studies under this task deal with the usefulness of court-martial convictions and other disciplinary data as criteria.

PROCEDURES

Data were collected on a group of men receiving other-than-honorable discharges. Reasons for discharge (Separation Programs) and type of discharge were studied to determine the relationship of offense to type of discharge received within a low-criterion group.

SAMPLES

Abstract
The group chosen for study consisted of 1139 first-term enlisted men who received other-than-honorable discharges at three Army Transfer Stations during the period of 11 July 1958 through 30 June 1959. Data collection at Ft. Dix, New Jersey began 16 July 1958 and was completed during November of that year. Collection of data from Ft. Lewis, Washington and Oakland Army Terminal, California started in December 1958 and was completed 30 June 1959. The group was broken down by component and race into 4 samples:

- | | |
|-----------------|-----------|
| 1. US Caucasian | (N = 108) |
| 2. US Negro | (N = 41) |
| 3. RA Caucasian | (N = 830) |
| 4. RA Negro | (N = 160) |

VARIABLES

1. Type of discharge (other than honorable)
 - a. General
 - b. Undesirable
 - c. Bad Conduct
 - d. Dishonorable
2. Reasons for discharge (Separation Program)

RESULTS

Table 1 presents the number and percentage of examinees who received 4 types of other-than-honorable discharge by separation program. Those programs accounting for the largest proportions of discharges are listed separately, while those with few cases involved are grouped according to their similarity in reason for discharge.

The "undesirable" category accounted for 88.2% of all other-than-honorable discharges (1005 examinees out of 1139 in total). Three of the SPN's within this category accounted for 80% of the "undesirables" and 70.7% of the total. As shown in Table 1, these SPN's (488, 387, and 286) are somewhat general in definition and similar in nature, each centering about undesirable personal traits or characteristics that could denote repeated petty misconduct.

An apparent trend was that individuals discharged for reasons of psychiatric disorders, deviate behavior (antisocial or amoral), or mental deficiency usually received a general discharge if the behavior manifested was presumably not within their control (e.g., "schizoid" personality). If the misbehavior could be attributed to controllable actions (e.g., overt homosexuality), the individual usually received an undesirable discharge. This finding is consistent with the Army regulations that govern the reasons for, and type of discharge issued.

Although more than one type of discharge can be issued under many separation programs, very little overlap was noted. In instances where both general and undesirable discharges were issued, the programs were somewhat diffuse in nature.

Table 1

N AND % OF TOTAL GROUP DISCHARGED BY SEPARATION PROGRAM

Type of Discharge				Separation Program:	
General N - 118 (10.4% of Total)	Undesirable N - 1005 (88.2% of Total)	Bad Conduct N - 14 (1.2% of Total)	Dishonorable N - 2 (.2% of Total)	Code No. (SPN)	Reasons for Discharge
% of General	% of Undes.	% of BCD's	% of Disbon.		
57	48.3	1	7.1	469	Unsuitability (general)
37	31.4			264	Behavior disorder
14	11.9			various	7 SPN's dealing with psychiatric disorders or mental deficiency
2	1.7			various	2 misc. SPN's not specifically defined
1	.8			382	Demonstrated unreliability or lack of trustworthiness
7	5.9			various	4 SPN's dealing with antisocial or amoral traits
				488	Undesirable habits or traits of character
				387	Habits or traits manifested by misconduct
				286	Repeated offenses not warranting courts-martial
				various	5 SPN's dealing with felonious offenses (military or Civil)
				various	2 SPN's dealing with alcoholism or drug addiction
				386	Shirking
				various	Deviate behavior presumed controllable by the individual (3 SPN's)
10		71.4	1	292	AMOL
			50.0	200	Dissection